

**TOWN COUNCIL
SPECIAL MEETING
MARCH 10, 1998**

1. ROLL CALL

The meeting was called to order at 6:37 p.m. by Mayor Venis. Present were Mayor Venis, Vice-Mayor Cox and Councilmembers Bush (departed at 7:20 p.m.), Paul and Weiner (departed at 6:50 p.m.). Also present were Town Administrator Rawls, Town Attorney Webber, and Town Clerk Reinfeld recording the meeting.

2. PRESENTATION BY THE MERCER GROUP REGARDING TOWN ADMINISTRATOR CANDIDATES

Jim Mercer gave a brief overview of the results of the search process, indicating that a total of 77 resumes had been received to date with the possibility of a few more being postmarked prior to the cut-off date although he did not feel that there would be many more. He stated that he had screened the 77 applicants and had reduced that down to 20 candidates. Mr. Mercer indicated that the screen was basically a "paper screen." He added that after speaking with Town Clerk Reinfeld, he was aware that Council had only had a few days to review the resumes and indicated that he did not know if they would be in a position to reduce the number any further. The options he gave were moving ahead and trying to reduce the list down to about five prospective candidates or postponing this and setting another date where that could be accomplished. Mr. Mercer said he did not recommend stretching things out too long because they could start losing the candidate pool; however, he added that a week or two might not make that much difference.

Mayor Venis proposed postponing narrowing the candidates down for a week or so as he had only received the package of resumes the day before. Councilmember Bush agreed. Councilmember Paul stated she had received her package Monday and had reviewed the applications, adding that she had a number questions. Vice-Mayor Cox reported that she was not ready to narrow the list down but suggested that Council review the 20 applicants with Mr. Mercer. Mayor Venis suggested that Mr. Mercer provide a two to three minute overview of each of the 20 resumes. Councilmember Weiner stated that he had narrowed the 20 down to a list of five. He said that he had noted that quite a few of them had a relatively short period of stay in their most recent positions. Councilmember Weiner asked that Mr. Mercer address the resumes of those people who had short stays first because he had a 7:30 p.m. homeowners association meeting to attend and would have to leave.

Mr. Mercer suggested that perhaps another meeting could be held on March 24th or 25th. He stated that after the list was narrowed down to five or six people, he would need two or three weeks to get prepare for the interviews.

Councilmember Weiner stated that he had a question regarding Anthony Shoemaker's length of stay with the City of Boca Raton. Mr. Mercer stated that he knew Mr. Shoemaker fairly well, that he had been a long term city/county manager and county administrator in the State of Florida. He added that Mr. Shoemaker had been in a transition status prior to taking the position in Boca Raton and the job had been taken with the understanding that he would stay there for a year or so and then look around for an opportunity to go into a manager's position again. Mr. Mercer stated that he had done a fair amount of reference checking on Mr. Shoemaker and added that most of his difficulties had been related to political changes in the environment where he worked and that he also had been through a period of personal adjustment due to a divorce.

Councilmember Weiner asked what Katherine Mitchell had been doing recently as her resume indicated that she had left her last position with the City of Boca Raton in January 1998. Mr. Mercer said he only knew her slightly. Councilmember Paul responded that Ms. Mitchell's letter indicated that she had taken the time off to pursue her graduate degree on a full time basis.

Oel Wingo - Mr. Mercer gave a brief description of where Mr. Wingo was now and his educational background, indicating that he had been in the same position for about four years. He stated that Mr. Wingo had a good reputation although his background in local government was a little bit less than some of the other candidates. Vice-Mayor Cox asked why Mr. Wingo had not been considered for the position open in his own City of Ocala

and Mr. Mercer indicated that he would find out. Mayor Venis asked how familiar Mr. Wingo was with the city's financial situation and whether he knew it or would have to ask a department head for the information. Mr. Mercer stated that Mr. Wingo's background did not indicate a strength in finance and added that that was a good question to ask.

Michael West - Mr. Mercer indicated that Mr. West was currently an assistant city manager of administration for the City of Columbia, South Carolina. Mr. Mercer stated that he had done a search for city manager in Columbia a few years prior and Mr. West had not applied. He indicated that he had been impressed by the way Mr. West operated but that he would need to do some further checking if Council was interested. Vice-Mayor Cox observed that Mr. West appeared to have some strong budget and finance background. Mayor Venis asked Mr. Mercer could check out more of Mr. West's references.

Bonilyn Wilbanks-Free - Mr. Mercer stated that he did not know Wilbanks-Free personally but that he had placed her in the group because she was a city manager from a surrounding community and Council may know her. He indicated that she had a more non-traditional background than some candidates. Mr. Mercer stated that he would need to do more background checks and speak with her personally to get a better idea of what her capabilities were. There was some discussion of the fact that the City of Oakland Park was a smaller city population-wise than Davie and perhaps more weighted towards business and industry as opposed to a residential community.

Vice-Mayor Cox wondered if Ms. Wilbanks-Free would possess the personal skills to relate to the diverse population in Davie. Councilmember Paul stated that she had eliminated Ms. Wilbanks-Free from the list because she had found her cover letter to be a bit confusing and felt that the communication level could have been better.

Mayor Venis added that she did not have the administrative experience that the Town was looking for.

Carla Bernabei Talarico - Mr. Mercer stated that he also did not know this candidate. He indicated that she had been interim city manager for the City of Miami Beach from 1991 to 1992 and was assistant city manager from 1985 to 1992. He stated that his general feeling had been that if she had stayed in Miami Beach that long, then there must have been some ability there. Mr. Mercer also pointed out that Ms. Talarico had a good finance background. Councilmember Paul stated that she would like to have seen more information on her accomplishments from the time that she was assistant manager and interim city manager. Mayor Venis suggested that Mr. Mercer review Ms. Talarico's background a little more. Vice-Mayor Cox mentioned that the information seemed to indicate that she had very little experience dealing with unions but had been handling more of a redevelopment situation.

Dennis Tinberg - Mr. Mercer stated that he did not know Mr. Tinberg and pointed out that Mr. Tinberg had moved around quite a bit. Vice-Mayor Cox asked about the size of the city where Mr. Tinberg was currently working. Mr. Mercer said he thought it was a suburb of Phoenix but he was not absolutely certain of that. Mr. Mercer stated that he would review the sizes of the various cities that Mr. Tinberg had been employed by.

Mr. Shoemaker was again mentioned with Mayor Venis asking that Mr. Mercer check out his references further. (There was some discussion about Mr. Shoemaker at the beginning of the meeting.)

Scott Schrader - Mr. Mercer stated that he was located in the Dayton, Ohio metropolitan area. There was discussion about his previous experience with mention of the fact that he had a degree from Harvard in planning. Mayor Venis asked Mr. Mercer to check Mr. Schrader's references further. Vice-Mayor Cox stated that she had been looking at this individual because he had a fairly broad base of experience and an educational background that included economics.

James Shapard - Mr. Mercer indicated that Mr. Shapard was currently the deputy city manager of Joliet, Illinois, a city of about 90,000, and had been there for almost 12 years. There was discussion about the set up of Joliet in terms of how many deputy city managers there were and if there was a finance director. Councilmember Paul asked if he had a better listing of accomplishments.

Robert Powers - Mr. Mercer stated that Mr. Powers was an assistant city manager for Wichita Falls, Texas. Mr. Mercer added that Wichita Falls had a reputation for being rather innovative and that he knew the city manager there. He added that Mr. Powers had only been there for about two years but had come from a city manager position in a smaller town in Texas. Mr. Mercer stated that if he was working under the city manager in Wichita Falls, he was probably pretty good. Mayor Venis asked that Mr. Mercer check him out further.

Charles Nickerson - Mr. Mercer stated that Mr. Nickerson was currently in a consulting business but that from

1993 to 1997 he had been a city manager for Little Rock, Arkansas. He added that it would be easy to get some information on Mr. Nickerson but that he did not know much about him at the present time. There was some discussion about Mr. Nickerson not making a go of the consulting business. Vice-Mayor Cox said that changing careers and ultimately realizing that the original career was the most successful was not something she would hold against someone.

Eric Meserve - Mr. Mercer mentioned that Mr. Meserve was currently the city manager in Green Cove Springs in north/central Florida. He stated that he had primarily been in smaller communities but that he was a very good, solid city manager. Mr. Mercer pointed out that he would be coming up to a much larger situation and that would be something Council would want to assess as to whether or not he had that capability. Vice-Mayor Cox pointed out that he had been in the town management business since 1976. Mayor Venis asked if Mr. Meserve had had opportunities to move up in the past and Mr. Mercer responded that he had been considered in Cape Coral and had ranked highly there. Mayor Venis suggested that Mr. Mercer check him out further. Mr. Mercer indicated that he knew nothing negative about him.

Susan Miller - Mr. Mercer said Ms. Miller was currently the assistant county manager in Escambia County, Florida and added that she was a very good county administrator and had developed a lot of good people. He indicated he had known her in Boca Raton when she was the finance director in the 1980's. Mr. Mercer pointed out that she was very well schooled in finance. Vice-Mayor Cox mentioned that she did not see a lot of personnel background and suggested that Mr. Mercer look into that a little more.

Michael Miller - Mr. Mercer stated that Mr. Miller had been the city administrator in St. Charles, Missouri until November of 1998. He indicated that St. Charles was a good size community. Mr. Mercer said he would have some concern as to why he was out of a job at the present time. Mayor Venis pointed out that he had a track record of a short duration in many jobs and indicated that he personally would not want to pursue him as a candidate.

Robert Middaugh - Mr. Mercer indicated that Mr. Middaugh was currently the city manager of a town in Colorado which was a fairly rapid growing area with a lot of economic development. He stated that he knew him somewhat and was apparently doing a good job there. Mr. Mercer pointed out that there would be a jump in size but that he was dealing with some of the same issues that the Town was dealing with. Councilmember Paul stated that he appeared to have some longevity in terms of job duration. Mr. Mercer was asked to check Mr. Middaugh out further. Vice-Mayor Cox asked Mr. Mercer to find out why he wanted to leave Colorado.

Michael McCurdy - Mr. Mercer said that Mr. McCurdy had most recently been a city manager for a city in the western suburbs of Kansas City. He stated that he had just placed the county administrator in that county and had actually interviewed Mr. McCurdy while he was there. Mr. Mercer indicated that he did not think there was anything to his leaving other than political change. Mr. Mercer was asked to check Mr. McCurdy out further.

Mr. Mercer brought up Ms. Mitchell, stating that she had been talked about previously. He said he knew the city manager in Boca Raton very well so he could check Ms. Mitchell out fairly easily.

Rodney Irwin - Mr. Mercer stated that Mr. Irwin had been village manager in Ridgewood, New Jersey, a very affluent suburb of New York City and had done a very good job. Mr. Mercer said that he had gotten off his career path a little bit and wanted to get back in it. Mayor Venis suggested that Mr. Mercer check Mr. Irwin out further.

Robert Hendrix - Mr. Mercer said that Mr. Hendrix was the county administrator in San Luis Obispo County, California. He stated that Mr. Hendrix had been a candidate for the position in Kansas that he had mentioned earlier. Mr. Mercer indicated that he had checked him out rather thoroughly and felt that there was nothing there except political difficulties. He also mentioned that Mr. Hendrix was having a hard time getting back in because his salary was pretty high but added that Mr. Hendrix was aware that he was more than likely going to have to temper that and compromise. Mr. Mercer indicated that Mr. Hendrix had applied for a city manager position in Norfolk but that Norfolk had felt that he would not adapt coming all the way across the country. Mayor Venis asked Mr. Mercer what his salary had been. Mr. Mercer believed it was around \$117,000 with the standard items that a county manager would get such as a car, car allowance, etc. He added that the cost of living in California was quite a bit higher and Mr. Hendrix would get a lot more for his money. Mr. Mercer also stated that Mr. Hendrix was aware of what the salary was that Davie was offering and he was still interested. Councilmember Paul stated she was interested in Mr. Hendrix in terms of his background in dealing with the public utility aspects and asked that Mr. Mercer find out more about that issue with regard to what Mr. Hendrix had actually done and

how that might relate to Davie's issue with the water utilities.

William Dennis - Mr. Mercer said that Mr. Dennis was currently the manager of Frederick County, Maryland and he knew Mr. Dennis slightly. He stated that Mr. Dennis had spent most of his career in Pennsylvania and Virginia although he had been city manager of South Daytona, Florida in the early 1980's. There was some discussion about his background in grant administration; oversight of construction, development, and improvement of water, sewer, and solid waste facilities; and major computerization of offices. Councilmember Paul pointed out that he had some experience in open space programs along with some economic development background. Mayor Venis asked that Mr. Mercer check Mr. Dennis out further.

Henry Dolive - Mr. Mercer said he knew Mr. Dolive slightly and indicated that he was township administrator to a suburban community adjacent to Cincinnati for ten years. Mr. Mercer indicated that his background prior to that had been mostly in academia. Vice-Mayor Cox stated that she had been somewhat intrigued by Mr. Dolive's application. Mayor Venis observed that he appeared to be an aggressive person. Vice-Mayor Cox also pointed out that his resume indicated that he had reorganized his fire rescue department which she indicated might help Davie work their way through that process. Mr. Mercer agreed that he would look further at Mr. Dolive.

Laurence Arnold - Mr. Mercer said that Mr. Arnold was currently in the private sector but had been chief deputy city manager of St. Petersburg in the 1980's. He indicated that although Mr. Arnold had been in the private sector for the past few years, he felt that his heart was really in the public sector and was interested in getting back into it. Councilmember Paul questioned whether he had been out of the loop too long. Vice-Mayor Cox mentioned some of the financial restructuring experience that was on Mr. Arnold's resume as being pertinent. Vice-Mayor Cox questioned Mr. Mercer about some of Mr. Arnold's educational experiences in terms of what kind of management education he had. She suggested that she would like to have more information on his educational background.

Councilmember Paul stated she had some questions about some of the candidates that were not chosen and began by mentioning Greg Purcell. Mr. Mercer stated that the reason he had not included Mr. Purcell was that the form of government where he was located was different from that in Davie as it was a strong mayor form of government. There was some discussion with regard to what the differences were and what Mr. Purcell's job would entail. Mayor Venis pointed out that he had a lot of good qualifications. Mr. Mercer indicated that he would check him out further.

Councilmember Paul also had questions about Richard French from North Carolina. Mr. Mercer stated that Mr. French was currently out of a job and had previously been in a fairly rural county. Councilmember Paul stated that she had pulled this resume along with some others because they seemed to have a more rural background.

Vice-Mayor Cox said she understood Councilmember Paul's intention but suggested that they look at someone with a background in a rural community but had moved up and had dealt with big city problems.

The next candidate that Councilmember Paul had questions about was Paul White from Gainesville, Florida. Mr. Mercer stated that he had conducted the city manager search in Gainesville and there had been some work related difficulties there that had caused him not to put Mr. White on the list.

Bob Bigas was also mentioned by Councilmember Paul as having an interesting resume. Mr. Mercer stated that he felt that Mr. Bigas had spent most of his time in very small communities. Council decided not to pursue this candidate any further.

Councilmember Paul brought up Jerome Trojan as being a possibility with some discussion of his career background following. Mr. Mercer stated that he had not had any reason for not putting Mr. Trojan on the list other than physical location since Mr. Trojan resided in New Mexico. Mayor Venis suggested that Mr. Mercer further check out Mr. Trojan.

Councilmember Paul suggested conducting telephone interviews first and then paring down from the phone interviews to get the short list for the personal interviews. Vice-Mayor Cox stated that they were relying on Mr. Mercer to provide them with the short list. Mr. Mercer suggested that Council speak to five or seven candidates. Vice-Mayor Cox suggested that each Councilmember choose between five and nine candidates and then they compare to see which candidates were picked by most of Council.

Councilmember Paul brought up Fred Hayes, a city manager from Georgia. She stated that he seemed to have gone from a big city to a small city and asked if Mr. Mercer had any other information on him. Mr. Mercer said he was currently doing the city manager search to replace him. Councilmember Paul asked why he had left with Mr. Mercer responding that it had just not worked out. He added that Mr. Hayes was currently city manager in

Fernandino Beach, Florida and was probably not interested.

3. ADJOURNMENT

There being no objections or further discussion, the meeting was adjourned at 8:07 p.m.